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CL 613 Equipping the Laity

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The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4.11-13

EQUIPPING THE LAITY

Three Hours Credit

CL 613 Orlando January 10-14, 2005

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WELCOME

Welcome to CL613 Orlando “Equipping The Laity.” One of the greatest joys I have experienced in the last 28 years as a United Methodist pastor has been witnessing the people of God embracing the ministry that God has for them in the local church and in the world. In fact, I am absolutely convinced that a major move of the Holy Spirit within the Church right now is that of identifying, equipping, encouraging, and releasing women and men into a life of discipleship and ministry. The Reformation tenet of “The Priesthood of All Believers” is still very much unfolding!

In CL613 I want to share with you some Biblically based and historically proven principles of adult discipleship that lead to ministry engagement. I will be moving from a thoroughly Wesleyan background and understanding of what it means to be a Christian; and I will be sharing from my own rich experience of discipleship training in five different local congregations.

This class is for you if you have a deep desire to see the people under your care equipped for the ministry that God has for them.

COURSE DESCRIPTION

With the end in view of a local congregation fulfilling God’s purposes and being filled with disciples who are exercising their spiritual gifts and callings to ministry, we will examine seven major components necessary for an equipping ministry.

1. The Biblical foundation for raising up disciples who serve as ***Leaders, Managers, Ministers, and Prayer Warriors***.
2. The direction of pastoral leadership necessary to fulfill an equipping ministry.
3. Dynamics of the Wesleyan Class Meeting and small group accountability.
4. Essential dynamics of small group leadership.
5. A two-year model for discipleship formation.
6. The strategy of calling people to intentional apprenticeship.
7. Ministry deployment and team formation.

COMPETENCIES TO BE DEVELOPED BY THE STUDENT

Students taking this course should come out of the experience with a conceptual frame-work of how to walk into a ministry setting and set up an intensive two-year discipleship course that would result in ministry deployment and ministry team formation.

Students should first have a clear understanding of the Biblical role of the pastor to equip the saints for ministry. A huge conceptual shift must take place here of moving away from a world view that sees laity as the object of ministry to a more Biblical view that trains laity to be in ministry.

Students should then be able to take the foundational principles of Wesleyan discipleship and implement those principles in a culturally appropriate manner in the ministry context within which they find themselves. A beginning grasp of small group dynamics should be part of this competency.

Students in CL613 should have an understanding of the goal of discipleship formation, which is ministry deployment, and how ministry is best done within a team setting.

Throughout CL613, students should be attentive to the four objectives of all ATS Leadership courses:

1. Demonstrate an understanding of the four classical organizational frames and contingency leadership.

2. Recognize selected organizational change processes, and how to resolve the inherent conflict that accompanies.
3. Practice basic disciplines for personal leadership development and demonstrate a comprehension of key strategies of developing other servant leaders.
4. Use Biblical and theological criteria for evaluating leadership style and practice.

REQUIRED TEXTBOOKS

Buckingham, Marcus, and Clifton, Donald. *Now, Discover Your Strengths*. New York: Simon & Schuster, 2001 (250 pages).

Job, Rueben P. and Shawchuck, Norman. *A Guide To Prayer*. Nashville, TN. The Upper Room, 1983 (417 Pages).

Harper, Steve. *Devotional Life In The Wesleyan Tradition: A Workbook*. Nashville, TN: Upper Room Books, 2001 (159).

Henderson, D. Michael. *John Wesley's Class Meeting: A Model for Making Disciples*. Nappanee, IN: Francis Asbury Press, 1997 (191 pages).

Muto, Susan; van Kaam, Adrian. *Epiphany Manual on the Art and Discipline of Formation-in-Common: A Fresh Approach to the Ancient Practice of Spiritual Direction*. Pittsburgh, PA. Epiphany Books, 1998 (115 pages).

Stott, John. *Basic Christian Leadership: Biblical Models of Church, Gospel and Ministry*. Downers Grove: InterVarsity Press, 2002 (127 pages).

Winseman, Albert; Clifton, Donald; Liesveld, Curt. *Living Your Strengths: Discover your God-given talents, and inspire your congregation and community*. Washington, D.C. The Gallop Organization, 2003 (216 Pages).

Highly Recommended Texts (not required)

Bugbee, Bruce; Cousins, Don; Hybels, Bill. *NETWORK: The Right*

- People...In the Right Places...For the Right Reasons.* Grand Rapids: Zondervan (Willow Creek Resources), 1994.
- Cymbala, Jim. *Fresh Faith: What Happens When Real Faith Ignites God's People.* Grand Rapids: Zondervan, 1999.
- Ford, Paul. *Discovering Your Ministry Identity: Learning To Be Who You Already Are!* Church Smart Resources, 1998 (54 pages).
- Garlow, Jim. *Partners in Ministry (Second Edition).* Beacon Hill, 1998.
- Mallory, Sue, and Smith, Brad. *The Equipping Church Guidebook.* Grand Rapids, Zondervan, 2001 (350 pages).
- Manskar, Steven W. *Accountable Discipleship: Living in God's Household.* Nashville, TN: Discipleship Resources, 2000.
- Mathison, John Ed. *Every Member in Ministry: Involving Laity and Inactives.* Nashville, TN: Discipleship Resources, 1996.
- Trent, John; Cox, Rodney; Tooker, Eric. *Leading From Your Strengths: Building Close-Knit Ministry Teams.* Nashville, TN: Broadman & Holman Publishers, 2002.
- Vander Griend, Alvin J. *The Praying Church Sourcebook.* Grand Rapids: Faith Alive, 1997.
- Warren, Rick. *The Purpose Driven Life: What On Earth Am I Here For?* Grand Rapids: Zondervan, 2002.
- Watson, Gayle Turner. *Guide For Covenant Discipleship Groups.* Nashville, TN: Discipleship Resources, 2000.

COURSE REQUIREMENTS

Before Class Begins

1. Read *Now Discover Your Strengths* **AND** take the Strengths-Finder Web-based talent assessment tool. Look for the Web-site address and pass code on the inside cover of your text. Bring your “Signature Themes” with you to class on Monday morning.
2. Cross-reference your strengths as identified by Strengths-Finder with *Living Your Strengths*.
3. Write a 2-page (single-spaced, 12-point font, 1-inch margins all around) paper outlining the strengths (as identified by Strengths Finder as well as your known spiritual gifts) that you will bring into your ministry situation. Use proper MLA format including a “Works Cited” page. Be sure to refer to both of the above texts.
4. Read through *Devotional Life In The Wesleyan Tradition: A Workbook*. Bring this text with you Monday morning.
5. On Monday December 27, begin reading in week 6 of *A Guide To Prayer* (p. 46). Use this text as a daily devotional guide for the two weeks preceding our class. Be sure to read the introduction “How to Use This Book” (p. 5-12).
6. Read *John Wesley’s Class Meeting: A Model for Making Disciples* and write a 2-page (single-spaced, 12-point font, 1-inch margins all around) book review of the text. This review is due Monday morning.
7. Read *Epiphany Manual on the Art and Discipline of Formation-in-Common* and write a 2-page (single-spaced, 12-point font, 1 inch margins all around) book review of the text. This review is due Monday morning.
8. Read *Basic Christian Leadership* before class convenes on Monday morning.
9. Before you come to class on Monday morning, please have in mind a church or ministry organization in the Orlando area (or a church or ministry that you can access through the web or through publications) that is exemplary in equipping disciples. You will be assigned a team project to interview or review this organization during the week of our intensive class. See “**Small Group Assignment**” for further details.

PRE-CLASS ASSIGNMENTS COUNT FOR 30% OF GRADE.

During Class

Small Groups

Students will interact in small groups with two primary purposes in mind: (1) To have the experience of growing together in a **covenant group** setting; and (2) To work together as an actual **ministry team**.

Each small accountability group will reflect upon the content within *Devotional Life In The Wesleyan Tradition: A Workbook*, and within the applicable weeks of *A Guide To Prayer*. Group members will both share with one another regarding their devotional dispositions, insights and prayer requests, and they will lovingly encourage one another with appropriate accountability and by praying for one another.

Personal sharing within the group will be held in sacred confidentiality.

The purpose of the above is to actually **experience** the dynamics of living within a covenant rule in the context of Christian community and to personally experience the major Wesleyan components of discipleship formation.

Small Group Assignment

In addition, each covenant group will have a group assignment involving surveying churches or specialized ministry organizations regarding their practice of equipping disciples for ministry. Specifically, groups will search for models of “upper level” discipleship formation.

Groups will then present their findings to the entire class in a 15-minute verbal report using audio visual aids such as power points or video clips.

The professor fully recognizes the limitations of doing such a project within a five day time period. **THEREFORE, students should come**

to class on the first day with a clear sense of a church, or a ministry, or a particular program that specifically seeks to equip disciples of Jesus Christ. The church, ministry, or program would have to be accessible to your small group during the week of class. Accessibility can come either through an on-site visit, or web-site visit, or literature review.

“Upper Level” means that the church or ministry organization or program *specifically and intentionally* seeks to ground persons in authentic Christianity and equip them for service in the Kingdom.

“DURING CLASS” ASSIGNMENTS COUNT FOR 20% OF GRADE.

Ministry Paper

Students in CL613 will compose a ***Ministry Paper*** in which this essential question is addressed: **“How am I being called to equip the people of God for the ministry of God?”**

This integrative, reflection paper **shall be written in first person and shall adhere to guidelines as found in *Form and Style* (12th Ed.)** by Carol Slade, Wilmington, MA. Houghton Mifflin Trade. **Please double space and use 14-point font and 1 inch margins all around. This paper should be at least 8 pages in length.**

The purpose of an integrative, reflection paper is for students to critically and creatively **integrate** insights from the course (readings, lectures, discussions, video clips, etc.) into their “world view” of ministry and then **reflect** upon the implications of those insights for their anticipated ministry situation.

The **Ministry Paper** shall include these subheadings:

- Biblical and Theological Foundations For An Equipping Ministry (let this section be at least 2 pages long)
- The Personal Spiritual Formation Lifestyle I Will Need For An Equipping Ministry

- The Ministry Context I Expect To Serve In (one or two paragraphs at the most)
- The Purpose of My Ministry
(The desired end result of your ministry should determine the means of your ministry. Given your anticipated ministry setting, in this section depend upon formative imagination—as enlightened by God’s Word and by the Wesleyan faith and formation tradition—to answer a basic question: “Why am I here in this ministry position?” The question should approach both the “being” as well as the “doing” side of life in Christ. In essence this question is seeking to set the compass of your ministry.)
- Primary Wesleyan Principles For Discipleship Formation And How they Apply to My Anticipated Ministry Setting
- MAP (My “Ministry Action Plan”)
- Where I anticipate needing help in all of the above

The “Ministry Action Plan” or MAP is a crucial exercise in which students should seek nothing less than guidance from the Holy Spirit as to how they are to apply Wesleyan discipleship to their anticipated ministry setting. Take a bold leap of faith and move forward with this “what if.” What if you found yourself in your anticipated ministry setting and you could design God’s MAP for that situation? What would the MAP be?

Of course you will need to follow the lead of the Holy Spirit in adapting any MAP to the cultural setting in which you actually end up serving. This exercise will at least give you a beginning point from which to conceptually launch the ministry the Lord has for you.

Special Note: please write your Ministry Paper in 1st person. This is an academic exercise but it is also intended to be a deeply formative experience for you as well. No preaching! Apply this paper to yourself and to your anticipated ministry setting.

The Ministry Paper will count for 50% of the course grade.

ASSIGNMENT DUE DATES

Small Group Project Paper due Friday, January 14

Small Group Participation Form due Friday, January 14

Ministry Paper due Friday, January 21

GRADES

Grading is based upon the criteria found in the current ATS catalog. Grade increments (+/-) fall within the standards below.

A = Exceptional work: surpassing, markedly outstanding achievement of course objectives.

B = Good work: strong, significant achievement of course objectives.

C = Acceptable work: basic, essential achievement of course objectives.

D = Marginal work: inadequate, minimal achievement of course objectives.

F = Unacceptable work: failure to achieve course objectives.

Showing up for your small group discussion is required. Given the nature of an intensive class (only 5 days long) any absence may result in failure of the course.

THE 7 MODULES

1. The Biblical foundation for raising up disciples who serve as leaders, managers, ministers, and prayer warriors.
2. **The direction of pastoral leadership necessary to fulfill an equipping ministry.**
3. **Dynamics of the Wesleyan Class Meeting and small group accountability.**

4. **Essential dynamics of small group leadership.**
5. **A two-year model for discipleship formation.**
6. **The strategy of calling people to intentional apprenticeship.**
7. **Ministry deployment and team formation.**

COVENANT GROUP GUIDELINES

Each person has been pre-assigned to participate in a Covenant Group/Ministry Team. Members of each small group are to alternate leadership responsibilities during the week. This will give each person the opportunity to lead the group. Evaluations are in.

Small Group Evaluation Form

Small Group #_____

Please ask these four questions of each individual member of your group then circle your response 1 to 5 accordingly with one being low and 5 being high.

#1. How well did your colleague participate in the Covenant Group discussions? (Faithfulness in showing up, appropriate levels of interaction, respectfulness, and an encouraging presence would all warrant a high score.)

#2. How competent was your colleague in actually leading the small group?

#3. Did your colleague pull a fair share of her/his load with the small group interview/presentation process?

#4 How would you rate your colleague in his/her overall contribution to the Covenant Group? (A strong demonstration of building up the whole group, wise discernment, organizational skills, and overall servant leadership would warrant a high score.)

Small Group Member #1_____ (list alphabetically)

Question #1	Low	1	2	3	4	5	High	score_____
Question #2	Low	1	2	3	4	5	High	score_____
Question #3	Low	1	2	3	4	5	High	score_____
Question #4	Low	1	2	3	4	5	High	score_____

Total Points for Member #1_____

Small Group Member #2_____

Question #1	Low	1	2	3	4	5	High	score_____
Question #2	Low	1	2	3	4	5	High	score_____
Question #3	Low	1	2	3	4	5	High	score_____
Question #4	Low	1	2	3	4	5	High	score_____

Total Points for Member #2_____

Small Group Member #3_____

Question #1	Low	1	2	3	4	5	High	score_____
Question #2	Low	1	2	3	4	5	High	score_____
Question #3	Low	1	2	3	4	5	High	score_____
Question #4	Low	1	2	3	4	5	High	score_____

Total Points for Member #3_____

Small Group Member #4_____

Question #1	Low	1	2	3	4	5	High	score_____
Question #2	Low	1	2	3	4	5	High	score_____
Question #3	Low	1	2	3	4	5	High	score_____
Question #4	Low	1	2	3	4	5	High	score_____

Total Points for Member #4_____

Small Group Member #5_____

Question #1	Low	1	2	3	4	5	High	score_____
Question #2	Low	1	2	3	4	5	High	score_____
Question #3	Low	1	2	3	4	5	High	score_____
Question #4	Low	1	2	3	4	5	High	score_____

Total Points for Member #5_____

